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# **FTEALMUN'25**

# **House of Commons**

# **STUDY GUIDE**

**CO-UNDER SECRETARY GENERAL**  
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# **1. Letter from the Secretaries-General**

Distinguished Delegates of FTEALMUN'25,

It is a great honour to welcome you all to FTEALMUN'25. In an age when global challenges affect each of us more profoundly than ever before, this conference represents far more than a gathering of students. It is a space where young voices can question, connect, and take the first steps toward shaping lasting change. The committees and agendas have been crafted with care, each one designed to spark meaningful dialogue, challenge existing perspectives, and inspire innovative solutions to the world's most pressing issues.

The true strength of FTEALMUN'25 lies in its diversity. Bringing together delegates from different backgrounds and viewpoints, this conference is a reminder that progress stems from the exchange of ideas. It is not only about policies or resolutions but about learning from one another, testing convictions, and building a community where every vision is valued. As you take on the role of diplomats, I encourage you to keep your minds open, to lead with patience and empathy, and to embrace the discomfort that often comes with meaningful negotiation.

I hope this experience empowers you to bring your full self into every discussion. Let it be a stepping stone in your journey to becoming thoughtful, forward-looking leaders. Each of you carries a unique perspective, and together you will define the spirit and success of this conference. My team and I are excited to see the passion, creativity, and determination you bring to the table.

On behalf of the entire Secretariat, thank you for joining us in this endeavour. May FTEALMUN'25 not only be remembered for its debates but also for the friendships formed, the lessons learned, and the inspiration that stays with us long after the final session concludes.

Warm regards,  
Haktan Efe Özgür, Ela Çakır  
Co-Secretaries-General of FTEALMUN'25

## **2. Letter from the Under Secretary-Generals**

Dear Honorable Members of the Parliament,

It is our utmost pleasure to welcome you all to FTEALMUN'25 as the Under Secretary Generals of the House of Commons. It is truly a privilege to serve in this position and to be a part of a conference that brings together passionate, curious, and determined minds.

We are both very excited to serve as Under Secretary Generals in a committee that holds a special place in our MUN journey. We hope that you are just as eager as we are, because three days of diplomacy, critical thinking, and unforgettable memories await you.

This year, the House of Commons committee will be delving into pressing political and societal matters that shape modern governance. Throughout the conference, you will engage in in-depth discussions, analyze policies, challenge ideas, and collaborate to form sustainable, realistic solutions. As you prepare for the sessions ahead, we hope this guide will support you in understanding the essential terminology, procedures, and context that will accompany your debate experience.

If you have any questions regarding the agenda, procedure, or preparation process, please feel free to reach out to us at [demirkiran.duruu@gmail.com](mailto:demirkiran.duruu@gmail.com) or [cetinneva285@gmail.com](mailto:cetinneva285@gmail.com). We are more than happy to help in any way we can.

Lastly, we would like to extend our sincerest gratitude to our academic executives for granting us this opportunity and for their continuous trust and support in shaping this conference.

We cannot wait to meet you all and witness the insightful debates that will take place within the committee.

Best regards,

Duru Demirkiran & Neva Çetin  
Under Secretary Generals of the House of Commons

### **3. Introduction to the Committee**

#### **3.1. Introduction to the House of Commons**

- i. Absolute Majority (over 50% of total MPs, even those absent) may be required for critical decisions, such as confidence votes.
- b. **Tied Votes:** The House of Commons is the lower house of the Parliament of the United Kingdom and serves as one of the most important legislative bodies in the world. It is a central arena for political debate, legislative drafting, and decision-making, reflecting the will of the electorate through its democratically elected Members of Parliament (MPs). The Commons is distinct from the House of Lords, the upper house of Parliament, in that its members are directly elected by citizens in general elections held at least every five years.

The House of Commons derives its authority from centuries of tradition, evolving over time into the cornerstone of the UK's parliamentary democracy. It traces its origins to the early medieval councils, which gradually developed into the bicameral system in place today. By the 17th century, the House of Commons had established its primacy over the monarchy and the House of Lords, making it the principal decision-making body in British governance.

The House is composed of 650 MPs, each representing a geographic constituency across England, Scotland, Wales, and Northern Ireland. MPs come from various political parties, and the composition of the House often reflects the political preferences of the public. The leader of the political party with the majority of seats typically becomes the Prime Minister, forming the government. In cases where no single party achieves a majority, a coalition government may be formed or a minority government may govern with conditional support from other parties. The core responsibilities of the House of Commons include the following:

**1. Legislation:** Proposing, debating, and passing laws. The House of Commons plays a crucial role in shaping the legal framework of the UK.

- 2. Scrutiny and Oversight:** Examining the actions and policies of the government to ensure transparency, accountability, and effectiveness.
- 3. Budgetary Control:** Authorizing government expenditure and taxation through the passage of budgets and financial legislation.
- 4. Representation:** Acting as the voice of citizens, with MPs advocating for the needs and interests of their constituents.

Debates and decisions in the House of Commons often reflect diverse perspectives, with party affiliation, constituency priorities, and individual beliefs influencing the positions of MPs. The Commons operates through a structured process of debates, committee discussions, and voting procedures. These processes are overseen by the Speaker of the House, a neutral figure responsible for maintaining order and ensuring fair conduct during debates.

## 3.2. Rules of Procedure

- 1. Scope:** These rules apply to the House of Commons except for modifications provided by the Secretariat and will be considered adopted in advance of session.
- 2. Language:** English will be the official and working language of the conference.
- 3. Delegations:** Each member state will be represented by one Member of the Parliament and shall have one vote on each voting.
- 4. Participation of Non-Members:** A guest member, expert witness, or representative of an entity that is neither a member of the committee nor an accredited observer may address a committee only with the prior approval of the Mr/Ms/Mrs Speaker.
- 5. Credentials:** The credentials of all Members of the Parliament have been accepted upon registration. The Secretary-General shall be the final arbiter of the validity of all credentials. Any representative to whose admission a member objects will provisionally be seated with the same rights as other representatives, pending a decision from the Secretary General.
- 6. Statements by the Secretariat:** The Secretary General or a member of the Secretariat whom they designate may make either written or oral statements to the committee at any time.

- 7. General Powers of the Mr/Ms/Mrs Speaker:** Mr/Ms/Mrs Speaker will declare the opening and closing of each meeting and may propose the adoption of any procedural motion to which there is no significant objection. Subject to these rules, the Mr/Ms/Mrs Speaker will have complete control of the proceedings at any meeting. Mr/Ms/Mrs Speaker will direct discussions, accord the right to speak, put questions, announce decisions, rule on points of order, and ensure and enforce the observance of these rules. Mr/Ms/Mrs Speaker may temporarily transfer their duties to another member of the Committee Board. Mr/Ms/Mrs Speaker may also advise Members of the Parliament on the course of debate. In the exercise of these functions, they will be at all times subject to these rules and responsible to the Secretary General.
- 8. Appeal:** Any decision of the Mr/Ms/Mrs Speaker, with the exception of those matters for which the Rules of Procedure explicitly prohibit appeal, may be appealed immediately by a Member of the Parliament. Mr/Ms/Mrs Speaker may speak briefly in defense of the ruling. The appeal will then be put to a vote, and the decision of the Mr/Ms/Mrs Speaker will stand unless overruled by a two-thirds majority. The Secretary General has ultimate discretion on any ruling, whether it is appealed successfully or not.
- 9. Quorum:** Mr/Ms/Mrs Speaker may declare a committee open and permit debate to proceed when at least one-fourth of the voting members of the committee is present. A member of the committee is considered present if at least one Member of the Parliament representing that constituency is in the chamber. The presence of a majority of the members will be required for a vote. A quorum will be assumed to be present unless specifically challenged by a point of order and shown to be absent. A roll call is never required to determine the presence of a quorum.
- 10. Courtesy:** Members of the Parliament will show courtesy and respect to the committee staff and to other MPs. Mr/Ms/Mrs Speaker will immediately call to order any Member of the Parliament who fails to comply with this rule.
- 11. Electronic Devices:** No laptops, tablets, cell phones, or other electronic devices may be used in the chamber during formal debate or semi-moderated caucus. Computers may be used outside the committee room at any time, or in the committee room during unmoderated caucus at the discretion of the Committee Board. Rules can be altered at the discretion of the Committee Board.

## **Rules Governing Debate**

- 12.** In the event of an international crisis or emergency, the Secretary General or their representative may call upon a committee to table debate on the current topic area so that

the more urgent matter may be attended to immediately. Under such circumstances, a delegate may motion to table the topic and temporarily set the agenda to the crisis situation. After a resolution has been passed on the crisis, the committee will return to debate on the tabled topic. Until a deal/hansard has passed, the committee may return to debate on the tabled topic area only at the discretion of the Secretary General or their representative.

- 13. Debate:** The debate will proceed through a combination of Semi-Moderated Caucuses and Unmoderated Caucuses, ensuring both structured and flexible discussion formats. There will be no formal speaker's list; instead, delegates will engage in dynamic, topic-specific discussions based on motions raised during the session. The Speaker of the House will oversee the debate, ensuring order and adherence to the Rules of Procedure.

**First Session of Everyday shall start with a Prime Minister Questions**

## **1. Structure of PMQs:**

### **14.1. Opening of PMQs**

- The Speaker of the House calls the session to order.
- The first question is always a procedural one, asked by a backbench MP:
  - *"If the Prime Minister will list his/her engagements for the day?"*
  - The PM responds with a general statement about their day's agenda.

#### **14.1.1. Leader of the Opposition's Questions**

- The Leader of the Opposition asks six questions, which may be direct or follow-up inquiries.
- The PM must respond immediately, often leading to heated exchanges.
- The Leader of the Opposition does not need to inform the PM of the questions in advance.

#### **14.1.2. Leader of the Third-Largest Party's Questions**

- The leader of the third-largest party (e.g., SNP in 2016) is allowed two questions.

#### **14.1.3. Questions from Backbench MPs**

- Backbench MPs submit questions in advance, and a random ballot determines which MPs can ask questions.
- MPs may also ask spontaneous follow-up questions (known as supplementary questions).

## 14.2. Rules and Conduct During PMQs

### 14.2.1. Speaker's Role

- The Speaker of the House controls the session, ensuring order and decorum.
- The Speaker can reprimand MPs for disorderly behavior or excessive heckling.

### 14.2.2. Style and Behavior

- PMQs is often highly confrontational, with rapid-fire exchanges between the PM and MPs.
- MPs frequently **jeer, cheer, and interrupt**, making it one of the most lively sessions in Parliament.

### 14.2.3. Time Limits

- Each **question and response** must be concise, with **no long speeches** allowed.
- The total session lasts **30 minutes**, with the Speaker ensuring timely progression.

## 14.3. Implementation of PMQs

### 14.3.1. Frequency

- PMQs will take place **once per day**, simulating the real UK parliamentary process.
- The Prime Minister (PM) must be prepared for questioning.

### 14.3.2. Speaking Order

1. First Backbencher's Question (*Standard procedural question*).
2. Leader of the Opposition (6 questions).
3. Leader of the Third-Largest Party (2 questions).
4. Backbench MPs (randomly selected, limited to 1 follow-up each).

### 14.3.3. Enforcement of Order

- The **Speaker will maintain order** and can issue warnings for disorderly conduct.
- **Excessive interruptions or personal attacks** may result in disciplinary action.

1. **Unmoderated Caucus:** An unmoderated caucus temporarily suspends formal debate and allows members to discuss ideas informally in the committee room. A motion for an unmoderated caucus is in order at any time when the floor is open, prior to closure of debate. The delegate making the motion must briefly explain the purpose of the motion and specify a time limit for the caucus, not to exceed twenty minutes. The motion will be put to a vote immediately, and a simple majority is required for passage. The Chair may rule the motion dilatory, and their decision is not subject to appeal. The Chair may prematurely end an unmoderated caucus if the Chair feels that the caucus has ceased to be productive, and this decision is not subject to appeal.
2. **Semi-Moderated Caucus:** A Semi-Moderated Caucus is a structured debate where: A delegate raises a motion specifying the topic, duration, and individual speaking time. If approved by a simple majority, the caucus proceeds with the Speaker calling on MPs to speak. The Speaker may interrupt speakers if they go off-topic or exceed their time limit. Direct responses and interjections are allowed, but MPs must raise their hands (or placard) and wait for recognition.
3. **Closure of Debate:** When the floor is open, a MP may move to close debate on the substantive or procedural matter under discussion. The Speaker of the house may, subject to appeal, rule such a motion dilatory. When closure of debate is moved, the Speaker of the house may recognize up to two speakers against the motion. No speaker in favour of the motion will be recognized. Closure of debate requires a two-thirds majority to pass. If the committee is in favour of closure, the Speaker of the house will declare the closure of debate, and the resolutions or amendment on the floor will be brought to an immediate vote.
4. **Adjournment of the Meeting:** Whenever the floor is open, a MP may move for the adjournment of the meeting, to suspend all committee functions for the duration of the conference. The Speaker may rule such motions dilatory; this decision is not subject to appeal. When in order, such a motion will not be debated but will be immediately put to a vote and will require a simple majority to pass.
5. **Postponement and Resumption of Debate:** Whenever the floor is open, a MP may move for the postponement of debate on a resolution or amendment currently on the floor. The motion, otherwise known as “tabling,” will require a two-thirds majority to pass and will be debated by two speakers in favour and two opposed. No debate or action will be allowed on any resolution or amendment on which debate has been postponed, and if debate on a resolution or amendment has not been resumed before debate is closed, that resolution or amendment may not be voted upon. A motion to resume debate on an

amendment or resolution on which debate has been postponed will require a simple majority to pass and will be debated by two speakers in favour and two opposed. Resumption of debate will cancel the effects of postponement of debate.

6. **Speeches:** No MP may address a session without having previously obtained the permission of the Speaker. The Speaker may call a speaker to order if their remarks are not relevant to the subject under discussion, or offensive to committee members or staff. MPs who are absent when recognized by the dais automatically forfeit their time, and debate will continue.

## Points and Motions

7. **Point of Order:** Raised if procedural rules are violated. The Speaker will rule on the validity of the point.
8. **Point of Personal Privilege:** Raised if an MP experiences discomfort affecting their participation (e.g., audibility issues).
9. **Point of Information:** Raised to request factual clarification from another MP during a caucus.
10. **Motion to Extend:** Raised if an MP wishes to extend an ongoing caucus. Requires a simple majority vote.
11. **Motion to Suspend the Meeting:** This motion is made to suspend the meeting for the purpose of a regular caucus or a semi-moderated caucus. When moving to suspend the meeting, the Member of the Parliament should specify the purpose. This motion requires an immediate vote.
12. **Motions to Introduce a Deal:** Since deals are informal agreements between MPs or parties, they are usually introduced through **formal parliamentary motions** that translate the deal into policy.

### 26.1. Motion Types for Deals:

#### 26.1.1. Motion for the Introduction of Legislation (Government or Opposition Motion)

- Used when a deal leads to the drafting of a new law or amendment.
- Example:  
*"This House resolves to introduce the Employment Stability Act 2016, as agreed upon by the Government and Opposition, to ensure post-Brexit job security for UK workers."*

### **26.1.2. Motion to Adopt an Agreement**

- If MPs wish to formally acknowledge and adopt the terms of a deal before legislative action.
- Example:  
*"This House supports the principles outlined in the Cross-Party Employment Deal and calls for its implementation in the upcoming legislative session."*

### **26.1.3. Motion to Amend Existing Legislation**

- If a deal modifies an existing law, an amendment motion can be introduced.
- Example:  
*"This House moves to amend the Immigration and Employment Act to incorporate provisions agreed upon in the Post-Brexit Labor Stability Deal."*

### **26.1.4. Motion of Confidence/No Confidence (If Deal Breaks)**

- If a deal is broken and political instability arises, MPs may motion for a confidence vote.
- Example:  
*"This House has no confidence in Her Majesty's Government due to its failure to uphold the Employment Agreement."*

## **13. Motions Related to Hansard:** Hansard is automatically maintained, but MPs can request clarifications or corrections through procedural motions.

### **27.1. Motion to Correct the Record**

- If an MP believes their statement was misrecorded in Hansard.
- Example:  
*"This House requests a correction in Hansard regarding the statement made by the Honourable Member for Manchester on February 2, 2016, concerning the Employment Stability Act."*

### **27.2. Motion to Publish a Special Report**

- If an MP or a party wants Hansard to publish a summary or clarification regarding a debated deal.
- Example:  
*"This House requests that Hansard publish a detailed report summarizing the discussions and agreements made during the Post-Brexit Economic Stability Debate."*

### **27.3. Motion to Strike a Statement from the Record**

- In rare cases, MPs may request the removal of remarks deemed inappropriate or misleading.
- Example:  
*"This House moves to expunge from the record the statement made by the Honourable Member for Birmingham on February 10, 2016, for being factually incorrect."*

## **Deals and Hansard**

**14. Deals:** In parliamentary proceedings, **deals** refer to negotiations and agreements made between MPs, political parties, or government officials to secure support for legislation, amendments, or policy initiatives. In the context of this committee, deals can play a crucial role in shaping the outcome of debates and votes.

### **28.1 Types of Deals:**

- **Cross-Party Agreements:** When MPs from different parties collaborate on a motion or amendment to ensure its passage.
- **Coalition or Confidence Deals:** In cases where the government lacks a majority, it may negotiate agreements with smaller parties for support in exchange for policy concessions.
- **Backroom Negotiations:** Informal discussions held during unmoderated caucuses to form alliances or make strategic compromises.

**15. Policy Trade-offs:** MPs may agree to support certain legislation in return for amendments, funding allocations, or policy commitments.

**28.2 Formalization of Deals:** Deals may be presented in the form of written agreements, joint policy proposals, or public statements. Any formal deal must be announced in the House before the relevant vote to ensure transparency. Deals do not override parliamentary procedures, and MPs are still required to vote individually.

**2. Hansard:** Hansard is the official verbatim record of debates, votes, and decisions in the House of Commons. It provides an accurate and publicly accessible account of parliamentary discussions.

**29.1 Purpose of Hansard in the Committee:** Documents **all speeches, debates, and decisions** made in the committee. Ensures **accountability** by preserving records of MPs' statements and positions. Acts as a reference for future sessions, amendments, and negotiations.

## **29.2 Structure of Hansard Reports**

A typical Hansard entry includes:

- **Date and time** of the session.
- **Speaker's remarks** and announcements.
- **MP contributions**, recorded in **verbatim format**.
- **Voting results**, including names and party affiliations of MPs.
- **Amendments, motions, and passed legislation**.

## **Rules Governing Voting**

3. **Eligibility to Vote:** Only Members of Parliament (MPs) who are present in the chamber at the time of the vote are eligible to cast a vote. Proxy voting is not allowed; MPs must be physically present to participate in the vote. The Speaker of the House does not vote except in the case of a tie, where they cast a deciding vote following the convention of maintaining the status quo.

## **Voting**

4. **General Voting Rules:** Voting in this committee follows the procedures of the House of Commons of the United Kingdom, with MPs casting their votes either in favor, against, or abstaining where applicable. Votes are conducted on proposed motions, agreements, amendments, and final resolutions in accordance with parliamentary practice. Only officially recognized MPs in attendance may vote; voting by proxy is not permitted.

### **5. Types of Votes:**

- a. **Voice Vote ("Ayes" and "Noes"):** For most motions, the Speaker will ask MPs to verbally declare their support or opposition by stating:
  - i. "All those in favor, say 'Aye'."
  - ii. "All those against, say 'No'."
- *If the result is clear (one side is significantly louder), the Speaker will declare the result.*
- *If the outcome is uncertain, any MP may request a formal division.*
- b. **Division (Recorded Vote):** If a division is called, MPs will physically move to separate voting areas to indicate their stance:
  - i. The "Aye Lobby" for those in favor.
  - ii. The "No Lobby" for those against.

- The Speaker announces "Clear the lobbies!" and a two-minute period is given for MPs to proceed.
  - The Tellers (vote counters), appointed by the Speaker, will count and record the votes.
  - The Speaker announces the result as follows:
    - "The Ayes have it, the Ayes have it." (If the motion passes)
    - "The Noes have it, the Noes have it." (If the motion fails)
- c. **Special Voting Rules, Majority Required:**
- i. Simple Majority (50%+1 MPs present) is required for general motions, amendments, and procedural matters.
  - d.
  - i. In the event of a tie, the Speaker casts the deciding vote, following the UK Parliament's principle of preserving the status quo unless there is a clear need for change.
- e. **Confidence and No Confidence Votes:**
- i. A Motion of No Confidence in the government requires an absolute majority to pass.
    - 1. If passed, the government must resign, and a new government must be formed within the committee.

## **6. Voting Process of Deal/Hansard:**

- a. The bill is debated in the House.
- b. MPs vote on amendments proposed under the deal.
- c. The **final version of the bill** is put to a vote:
  - i. **If it passes:** The deal is successfully implemented into law.
  - ii. **If it fails:** The government may renegotiate, face criticism, or risk a confidence vote.

### **3.3 Introduction to the Agenda Item**

The National Health Service (NHS) remains one of the United Kingdom's most vital public institutions, yet it currently faces one of the most rough workforce crises in its history. Staffing shortages; spanning doctors, nurses, midwives, general practitioners, mental health specialists, and social care workers continue to place boundless pressure on both service delivery and patient outcomes. These shortages, driven by factors such as an ageing population, increasing request of specialised care, post-pandemic burnout, insufficient training placements, and declining retention rates, have led to longer waiting times, reduced accessibility, and mounting strain across all regions of the UK.

In this context, the House of Commons holds a critical responsibility: shaping effective, long-term workforce planning strategies that ensure the NHS can maintain high-quality, equal care for all citizens. Addressing staffing shortages is not only a short-term operational challenge; it is a structural issue that requires coordinated national policies, sustainable funding models, and a forward-looking approach to education, recruitment, digital innovation, and well-being within the healthcare sector.

The aims of discussing this agenda include:

1. *Ensuring sustainable recruitment pipelines*
2. *Enhancing retention and job satisfaction*
3. *Strengthening long-term workforce planning*
4. *Promoting innovation and efficiency*
5. *Guaranteeing equitable access to healthcare*

By examining these issues, the committee aims to build a resilient, future-proof NHS workforce capable of responding to the evolving needs of the UK population. Delegates are encouraged to approach the topic with both realism and vision, balancing immediate interventions with transformative, long-term strategies.

### **3.4. Definitions and Key Concepts**

**NHS Workforce:** Includes all of the health staff that work within the National Health Service such as doctors, nurses, midwives and more.

**Staffing Shortages:** Lack of healthcare employees due to overage of personnels in a certain region which results in a requirement of workforce.

**Workforce Planning:** Estimating the possible health service necessities in order to develop education, recruitment and employment policies.

**Retention:** Efforts to retain existing healthcare professionals include factors such as working conditions, salary, job security, and mental health support.

**Recruitment:** The policies and methods used to encourage healthcare professionals to the NHS, including national training programmes, funding and international recruitment, are grouped under this heading.

**Burnout:** A physical and emotional burnout due to excessive workload, long working hours and mental pressure. It is a common problem in the NHS.

**Integrated Care Systems (ICS):** NHS systems that coordinate health and social care services for specific areas. They aim to reduce regional disparities in workforce planning.

**Training Bottlenecks:** Blockages that arise when the training capacity does not meet the number of healthcare workers demanded; limited quotas, lack of clinical space and more.

**Virtual Wards:** A digital healthcare system that monitors patients remotely at home which aims to reduce pressure on staff.

## 4. States' Current Actions and Policies

The United Kingdom has undertaken a series of national strategies, reforms, and policy interventions in an attempt to address the ongoing staffing shortages within the NHS and strengthen long-term workforce sustainability. While these efforts vary in scope and effectiveness, they collectively define the government's current approach to securing a resistant and future-ready healthcare system.

### 1. The NHS Long Term Workforce Plan

One of the most significant steps taken by the government is the introduction of the **NHS Long Term Workforce Plan**, the first inclusive 15-year staffing strategy published jointly by NHS England and the government. The plan outlines three primary substances:

**Train:** Expanding medical school and nursing training places, introducing more apprenticeship routes, and increasing the number of GP trainees.

**Retain:** Improving working conditions, enhancing flexible working options, and expanding mental health and well-being support for employees.

**Reform:** Integrating digital innovation, modernising care models, and expanding the use of AI and technology-assisted diagnostics to reduce pressure on staff.

## **2. Expansion of Training Capacities**

To address the supply gap of doctors and nurses, the government has:

1. Increased medical school places by 50% since 2017.
2. Announced the opening of new medical schools in underserved regions.
3. Expanded nursing and midwifery training through bursaries, apprenticeships, and financial incentives.
4. Introduced Nursing Associates and strengthened alternative pathways into regulated professions.

These measures are meant to widen entry routes into healthcare careers and address regional inequalities in workforce distribution.

## **3. International Recruitment Policies**

The UK continues to rely heavily on internationally educated healthcare workers to fill immediate shortages. Current actions include:

1. Fast-tracked visa pathways for doctors, nurses, and social care workers.

2. Mutual recruitment partnerships with countries across Asia, Africa, and Europe.
3. Compliance frameworks to ensure ethical recruitment under WHO guidelines.

While effective in the short term, these policies raise sustainability and ethical concerns long term.

#### **4. Retention and Well-Being Strategies**

To combat high abrasion rates, especially among junior doctors and nurses, the government has introduced:

1. Expanded well-being centers and psychological support programmes.
2. Review mechanisms for work-life balance and flexible scheduling.
3. Ongoing negotiations regarding pay restoration and improved contract terms for different staff groups.
4. Investments in safer staffing tools and improved supervision structures.

Considering these measures, burnout remains a major challenge, and disputes over pay continue to create tension.

#### **5. Pay and Contract Reforms**

Government policies have focused on:

1. Uplifting NHS pay through annual pay review bodies.
2. Reforming junior doctor and supervisor contracts.
3. Introducing targeted pay incentives in high-vacancy areas, such as rural regions and emergency medicine.

However, industrial action in recent years highlights continued dissatisfaction among the workforce.

#### **6. Integration of Technology and Innovation**

As part of long-term planning, the UK is promoting the adoption of digital tools to support staff efficiency:

1. Expansion of the **NHS App** and digital records.
2. Increased investment in AI-driven diagnostics and automated administrative systems.
3. Pilot programmes for virtual wards and remote monitoring services.

These reforms aim to reduce workloads, streamline care delivery, and modernise the NHS groundwork.

## **7. Social Care Workforce Reforms**

Recognising the dependence of the NHS on effective social care systems, current policies include:

1. Workforce support packages for care workers.
2. Minimum training standards.
3. Funding mechanisms to recruit and retain social care staff.
4. Immigration routes specifically planned for care workers.

## **5. Points to Cover in the Hansard**

1. How can the UK expand medical and nursing education capacity without compromising the quality of training or overwhelming clinical placement availability?
2. Is the current balance between domestic recruitment and international hiring sustainable, or should the UK shift its long-term strategy?
3. What financial barriers (tuition fees, cost of living, training costs) prevent students from entering NHS professions, and how can they be reduced?
4. What are the main drivers behind NHS staff burnout, and which policy interventions can be taken?

5. What reforms could make NHS career progression clearer and more motivating for junior doctors, nurses, and allied health professionals?
6. What role should Integrated Care Systems (ICS) play in shaping regional workforce strategies and reducing geographical inequalities?
7. How can the government improve long-term workforce forecasting to prevent recurring shortages in critical specialities and regions?
8. How can digital health technologies, AI, and automation reduce workloads without compromising patient safety or creating new inequalities?
9. How can policy-makers ensure that workforce shortages do not disproportionately affect rural communities, low-income groups, or marginalised populations?
10. What targeted incentives could help encourage healthcare workers to underserved regions and high-need specialities?